

Department of the Interior					
BUREAU: BUREAU OF INDIAN AFFAIRS					
* Equal Opportunity Data Required to be Posted by the					
NO FEAR ACT					
P.L. 107-174					
Reporting Period: FY 2001-2005					
Point of Contact: Mercedes Flores					
Formal Complaints	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
# of complaints filed	78	61	50	49	70
# of individual filers	63	59	48	48	65
# of repeat filers	3	2	1	1	5
# of Complaints by Basis of Discrimination	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Race	42	97	21	26	29
Color	0	0	0	10	10
National Origin	391	56	16	14	12
Sex	436	122	45	24	37
Religion	5	4	0	4	2
Disability	10	19	18	11	15
Age	29	64	45	23	29
Reprisal	436	75	51	30	27
Non-EEO	0	0	0	1	0

<b># of Complaints by Issues of Alleged Discrimination</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>
Appointment/Hire	1	0	1	9	1
Assignment of Duties	37	51	14	6	12
Awards	6	9	6	0	1
Conversion to Full-Time	0	0	0	0	
Disciplinary Action				5	
Demotion	2	0	6	0	2
Reprimand	7	0	10	4	2
Suspension	0	11	6	0	3
Removal	0	0	0	1	1
Other: Placed on Administrative Leave	6	6	0	0	2
Duty Hours	0	0	0	0	2
Evaluation/Appraisal	2	21	3	3	2
Examination/Test	5	0	0	0	
Harassment				27	33
a. Non-sexual	1075	104	70	25	31
b. Sexual	0	52	4	2	2
Medical Examination	0	0	0	0	
Pay Including Overtime	5	14	5	2	5
Promotion/Non-Selection	48	35	13	11	11
Reassignment				3	1
a. Denied	0	0	0	0	0
b. Directed	2	1	3	3	1
Reasonable Accommodation	0	7	1	5	4
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	1
Termination	17	21	20	2	8
Terms/Condition of Employment	5	36	6	19	10
Time & Attendance	92	29	19	4	1
Training	1	14	1	3	5
Other: Constructive Discharge	38	26	10	0	11
<b>* Based on best available data</b>					
<b>Average Processing Time of Pending Complaints -</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>

**1. All complaints pending during fiscal year**

	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	90	375	108	299	93	282	34	310	29	324
Final Agency Action	43	1076	32	904	45	876	33	510	38	50

**2. Complaints in which a hearing is not requested**

Investigation	2	401	14	218	10	331	3	377	1	259
Final Agency Action	12	188	24	131	21	322	25	386	13	49

**3. Complaints in which a hearing is requested**

Investigation	2	307	1	413	0	0	30	139	17	311
Final Agency Action	14	34	8	26	17	20	12	60	25	51

	FY 2001		FY 2002		FY 2003		FY 2004		FY 2005	
# OF COMPLAINTS DISMISSED	#	APT	#	APT	#	APT	#	APT	#	APT
	35	691	6	391	9	366	5	587	3	280

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003.

- APT calculated using total processing days.

**Number of Complaints Filed Prior to Fiscal Year**

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Pending Complaints Filed Before Fiscal Year	120	99	102	52	71
Number of Individuals	85	90	93	52	71
Number in Investigations	61	53	54	47	30
Number in FAD	7	12	8	41	3

**Complaints Pending in Current Fiscal Year**

Number of Investigations over 180 days	21	21	25	30	24					
<b>FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION</b>										
	with a hearing	without hearing	with a hearing	without hearing	with a hearing	without hearing	with a hearing	without hearing	with a hearing	without hearing
	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004	FY 2005	FY 2005
<b>TOTAL</b>	0	2	0	0	0	1	2	0	2	0
<b>BASES</b>										
Race									#: 1	
									#: 50	
Color										
National Origin										
Sex	#: 1				#: 1		#: 1			
	#: 50				#: 100		#: 50			
Religion										
Disability							#: 1		#: 1	
							#: 50		#: 50	
Age										
Reprisal	#: 1									
	#: 50									
Non-EEO	#: 1									
<b>ISSUES</b>										
Appointment/Hire										
Assignments of Duties	#: 1				#: 1					
	#: 50				#: 100					
Awards										
Conversion to Full Time										
Disciplinary Action										
Demotion										
Reprimand										
Suspension	#: 1									
	#: 50									
Removal										
Duty Hours										

Evaluation/Appraisal	
Examination/Test	
Harassment	
a. Non-sexual	
b. Sexual	
Medical Examination	
Pay Including Overtime	
Promotion/Non-Selection	#: 1 %: 50
Reassignment	
a. Denied	
b. Directed	
Reasonable Accommodation	
Reinstatement	
Retirement	
Termination	#: 1 %: 50
Terms/Condition of Employment	
Time & Attendance	
Training	
Other	